# ICE Raid Action Plan

Immigration enforcement can create complex legal and operational challenges for employers, and it's crucial to have clear procedures in place to handle such situations appropriately and lawfully. An Action Plan needs to be understood by all employees should an ICE raid take place on your jobsite:

1. **Ask for Identification and a Warrant:**
    - Politely request identification from the ICE agents and the purpose of their visit.
    - If they request access to the jobsite or company records, ask to see a warrant. Ensure the warrant is signed by a judge and describes the scope of the search or seizure.
2. **Limit Access Without a Valid Warrant:**
    - Without a judicial warrant, ICE agents do not have the right to enter non-public areas of a jobsite. Public areas (e.g., parking lots or lobbies) are typically accessible, but private areas require authorization.
3. **Notify Key Personnel:**
    - Inform the superintendent or project manager immediately.
    - If possible, delay ICE's entry until the company's legal counsel or HR representative can be present, like procedures for an OSHA inspection.
4. **Do Not Provide Voluntary Information:**
    - Employees should not obstruct ICE agents but also should not volunteer information or documents beyond what is legally required.
    - Ensure employees know to direct all inquiries to a designated company representative trained to handle such situations.
5. **Train Employees:**
    - Conduct training for employees and site supervisors on how to respond to ICE visits professionally and within legal boundaries.
    - Reassure employees of their rights and the company's commitment to compliance.
6. **Legal Counsel:**
    - If ICE presents a warrant, contact your legal counsel immediately to review its validity and advise on compliance.

***Note:*** *This Immigration and Customs Enforcement (ICE) Raid Action Plan provides a starting point for AGC members as enforcement acerates in early 2025. However, it is recommended to consult with legal experts as soon as possible to create a formal written procedure for ICE visits tailored to your organization's needs.*